

Flysheet: Fate of Amendments to Statute XII following the Postal Ballot

On the matter of the Legislative Proposal to amend Statute XII, the Vice-Chancellor has called for a postal vote on Amendments 5 (**Size of Panels and the Pool**) and 6 (**Part B: Redundancy**), both of which were passed by significant majorities in the 3 May meeting of Congregation. This flysheet has been drawn up prior to the result of the postal vote being declared.

Recommendation: Should Amendment 6 on Redundancy fail to pass the postal vote, **members of Congregation would be best served by voting against the proposed revised statute and to retain Statute XII in its current form.**

Reasoning:

The text of the new Statute XII in its original form diminished redundancy protection for staff whose contractual or customary duties do not include academic teaching or research by removing the need for the prior approval of Congregation before a Redundancy Panel is appointed. This created a distinction for redundancy purposes between those staff who are required to conduct teaching and research and those who are not, and failed to recognise that the contributions of all members of academic staff are essential to the fulfilment of the academic mission of this University. The proposed Amendment 6 rectifies this by requiring the approval of Congregation before a Redundancy Panel is appointed in all cases (except for fixed-term and open-ended contracts, a compromise that was required in order to avoid having the amendment ruled inadmissible). Lacking Amendment 6, the proposed revision significantly reduces redundancy protection for some academic-related staff and particularly senior Librarians, IT and other professional members of the academic staff. Furthermore, a revised Statute without Amendment 6 erodes the democratic governance of the University by reducing the necessary authority of Congregation to participate in key strategic decisions concerning the configuration of the University's staff. Dividing the academic staff into those whose duties include teaching and research and those whose duties do not should not be the model of a world-leading collegiate University, nor should Congregation accede to the diminishment of its own role in the democratic governance of the University.

Members of Congregation are strongly advised to vote *against* any version of Statute XII omitting Amendment 6 (Part B: Redundancy) on the grounds that it reduces the level of employment security and redundancy protection for a significant proportion of the University's staff and significantly reduces the democratic oversight of Congregation in matters of redundancy.

P M Thornton	Merton		C W Gatome	Dept of Biomedical Services
B Rodger	Bodleian Libraries		J C L Tseng	St Edmund Hall
C Hills-Nova	Sackler Library		A R Mustapha	St Antony's
H A Wait	St Hilda's		D J Helliwell	Bodleian Special Collections
A S Carritt	Radcliffe Science Library		M M Watson	Wadham
N J Hearn	Balliol		S G White	Jesus
E C Gibbs	Radcliffe Science Library		K L Russell	Faculty of Oriental Studies
D M Baker	IT Services		J M Seufert	Bodleian KB Chen Library
K S Wenczek	IT Services		D Bergman	Sackler Library
P M Stanworth	IT Services		T F Thornton	Environmental Change Institute